

INFORMATION

New Minimum Wage Orders for Women and Minors

(Prepared by the State of California
Division of Industrial Welfare)

CALIFORNIA's new minimum wage of 75 cents an hour for women and minors went into effect on August 1, 1952.

The revised rate is contained in new minimum wage orders recently enacted by the Industrial Welfare Commission. These orders enforced by the Division of Industrial Welfare of the Department of Industrial Relations regulate minimum wages, maximum hours and working conditions for women and minors in all industries in California except agriculture and domestic service in private households.

The new regulations applicable to women employed in professional offices are contained in Industrial Welfare Commission Order 4-52 covering women employed in professional, technical, clerical and similar occupations.

Some of the most important provisions of this order which will affect women employed in these establishments are:

1. The minimum wage is increased to 75 cents an hour; provision is made for a 60-cent rate which may be paid to limited numbers of minors and learners.
2. Women working in bona fide executive positions will be exempt from jurisdiction of the order if they receive \$350 or more per month.
3. Employment of women and minors will be limited to six days, of eight hours each, per week with exceptions for short-hour workers. Previously, weekly hours were limited to a maximum of 48 hours without limit on the number of days.
4. The minimum time that may elapse between the end of the employee's work day and the beginning of the next day will be eleven hours; also, in the event that the employee's day involves a split shift, it will be required that the eight hours of work must be performed within a period of thirteen hours.
5. It is permissible to work more than eight hours a day and 48 hours a week in emergencies, provided that time and a half the regular rate of pay be paid for such overtime.
6. Accurate time records must be kept showing all starting and stopping time which must be re-

corded when it occurs; also total daily hours must be shown. Meal periods must be recorded unless the firm has an established meal period during which operations cease. Total hours worked during the payroll period and total wages paid shall be kept on the same record.

7. Each employee is entitled to rest periods in the ratio of ten minutes for each four hours of working time or major fraction thereof.

8. The applicable order must be posted in the establishment of each employer.

The Division of Industrial Welfare is mailing copies of the revised orders to all firms on its mailing list. Employers who do not receive copies or who wish extra copies should contact the division office nearest them. Offices of the division are located in San Francisco, Los Angeles, Oakland, Sacramento, Fresno, Long Beach and San Diego.

Student Activities at University of California School of Medicine

THE SCHOOL YEAR 1951-52 marked the beginnings of two new student organizations at the University of California School of Medicine. The Associated Students of the School of Medicine, the official student organization, represents all the students. The Student American Medical Association is a new national medical student organization which has chapters at about forty medical schools.

One of the first projects of the Associated Students (ASSM) was to establish an orientation program. During the summer a letter of welcome was sent to the incoming freshmen. During registration week the freshmen were met by a group of students from each of the classes, who gave them expert advice on all phases of medical school, from the very practical to the philosophical: purchases of books and equipment; the art of survival in medical school; extra-curricular activities; a student's, or worm's eye, viewpoint on school in general; and a student's welcome into the medical fraternity. Similar orientation has also been extended to the sophomore and junior classes by the classes above them.

With the aid of faculty advisors an investigation was begun of hospitalization insurance for medical students during the summer when they are not covered by the student health plan, and for their families during the entire year. A student committee investigated many policies but found none that was suited to the particular needs. SAMA delegates to the convention of the California Medical Association last April told the Association of efforts in this regard and requested aid in the solution of the problem. Dr. H. Gordon MacLean, past president of C.M.A., is now attempting to secure a suitable

policy. Along this same line, work was begun to establish a medical student emergency fund.

In the past, seniors have been unable to obtain adequate information about internships. In the belief that it would be of value to learn from interns their impressions of internship, a questionnaire was sent to all University of California School of Medicine graduates who were interning, as well as to a number of interns who had been graduated from other schools. A file of the replies, available to students, is expected to expand and to be of increasing value each year.

The Council of the ASSM was invited to meet with the steering committee of the faculty-student preceptorship program. Student opinions as to the successes and shortcomings of the program were requested. It was agreed that the ASSM should take some responsibility in promoting student activity in the preceptor program.

The SAMA held its second national convention in Chicago in December 1951. Delegates were present from 35 schools. The expenses of the California delegates were paid by the California Medical Association. Many items concerning medical students as a group were considered. The first issue of the *Journal* of the SAMA was released. This excellent journal, published nine times a year, contains articles of interest to students and to the profession in general; some are written by prominent men of medicine and some by medical students.

Two student delegates were invited to the C.M.A. convention in Los Angeles last April and there they learned much about the nature and workings of the C.M.A.

A number of other projects have been started: the interclass sale of used books, and plans for establishing book-sharing pools; a student lounge at San Francisco Hospital; a clarification of the hospital policy concerning the medical facilities available to students' families; the promotion of interest in the Alumni Association.

• Of major concern was the problem of student-faculty relationships. At an informal meeting of all interested students and about a dozen members of the faculty, representative of all divisions of the school, there was general discussion of medical school problems from both the faculty and student viewpoints. It was discouraging, at times, to learn that present-day student problems are not too different from those existing in the student days of the faculty members. On the other hand, it was heartening that the faculty was cognizant of the problems and was already working toward solution of them. It was evident that such meetings, with free exchange of ideas, would be most effective in making medical school life more satisfying.

It was proposed by several members of the faculty at the meeting that students' suggestions regarding the teaching program would be of value to the curriculum committee and to the heads of divisions of the medical school. After the idea had been discussed with faculty advisors and with the division heads, a critique and evaluation was submitted.

FREDERICK J. SOBECK

Vice-President, SAMA

University of California School of Medicine
San Francisco